

## NAF PAY SYSTEM

## PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after March 11, 2004, are as follows: Average increases of 33 cents (4.2 percent) for Level 1 and 40 cents (4.0 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2004.

## SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u> <u>HIGH</u>	<u>LOW</u>
<b>NF - 1</b>				
SALES ASSOCIATE	36	7.68	9.00	7.15
CASHIER-CHECKER	290	7.71	12.00	6.00
OFFICE CASHIER	8	8.94	9.60	8.50
TELLER	94	9.13	13.46	8.07
DESK CLERK	48	8.67	10.75	7.50
<b>NF - 2</b>				
STORE DETECTIVE	13	9.33	12.00	7.00
HEAD CUSTOMER SVC ASST	8	10.88	13.74	8.50
SECRETARY	22	12.57	15.61	11.11
ACCOUNTING TECHNICIAN	15	12.72	14.90	10.00
<b>NF - 3</b>				
DEPARTMENT MANAGER	37	11.25	14.97	8.50
BOOKKEEPER	7	13.68	16.52	11.47

WAGE AREA : #088 Frederick, Maryland

ORDER DATE : January 5, 2004

SURVEY : #019/006-12